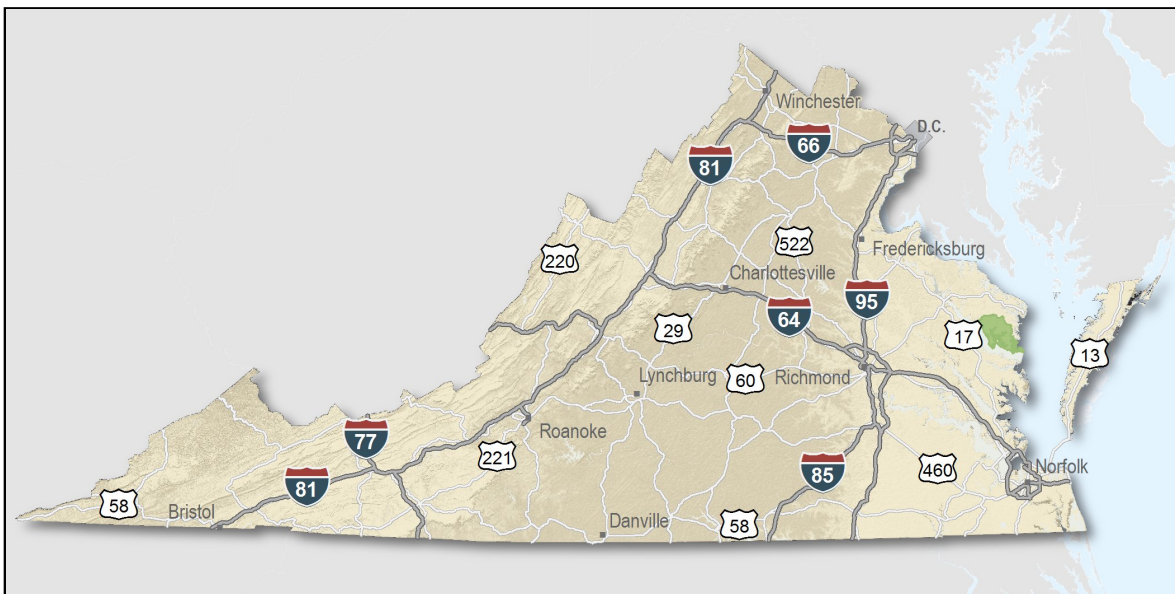

Lancaster County, Virginia

Overview

Only a few locations can guarantee the right combination of resources that are crucial to your business's success. Virginia's premier location offers excellent domestic and international access. Centrally located on the U.S. East Coast, more than 47 percent of the U.S. population is within a day's drive, and our integrated transportation system of highways, railroads, airports and seaports ensures that you can reach every one of your markets efficiently. Close proximity to Washington, D.C. facilitates contact with policy makers and the federal government system.

Virginia continues to rank among America's leading states for business by CNBC and Forbes.com. Business-first values, easy access to markets, stable and competitive operating costs, and a talented workforce all drove Virginia to the top. This unique combination of assets has encouraged businesses to prosper here for more than 400 years. Like you, they searched the world over for that convergence of resources that would help ensure their prosperity. For them, their search ended here. Chances are yours will too.

- AAA bond rating- Virginia has maintained a AAA rating since 1938, longer than any other state.
- Right-to-work law allows individuals the right to work regardless of membership in a labor union or organization.
- Corporate income tax rate of 6% has not been increased since 1972.
- Headquarters to 37 Fortune 1000 firms.
- Headquarters to 56 firms each with annual revenue over \$1 billion.
- More than 21,400 high-tech establishments operate in Virginia.
- More than 700 internationally-owned businesses from 40 countries are located in Virginia.
- Ranks third among the 50 states as a recipient of federal R&D funds.
- Streamlined permitting process.
- Recruitment training programs to help new businesses become operational faster.
- Programs at little or no cost to help businesses increase international sales.

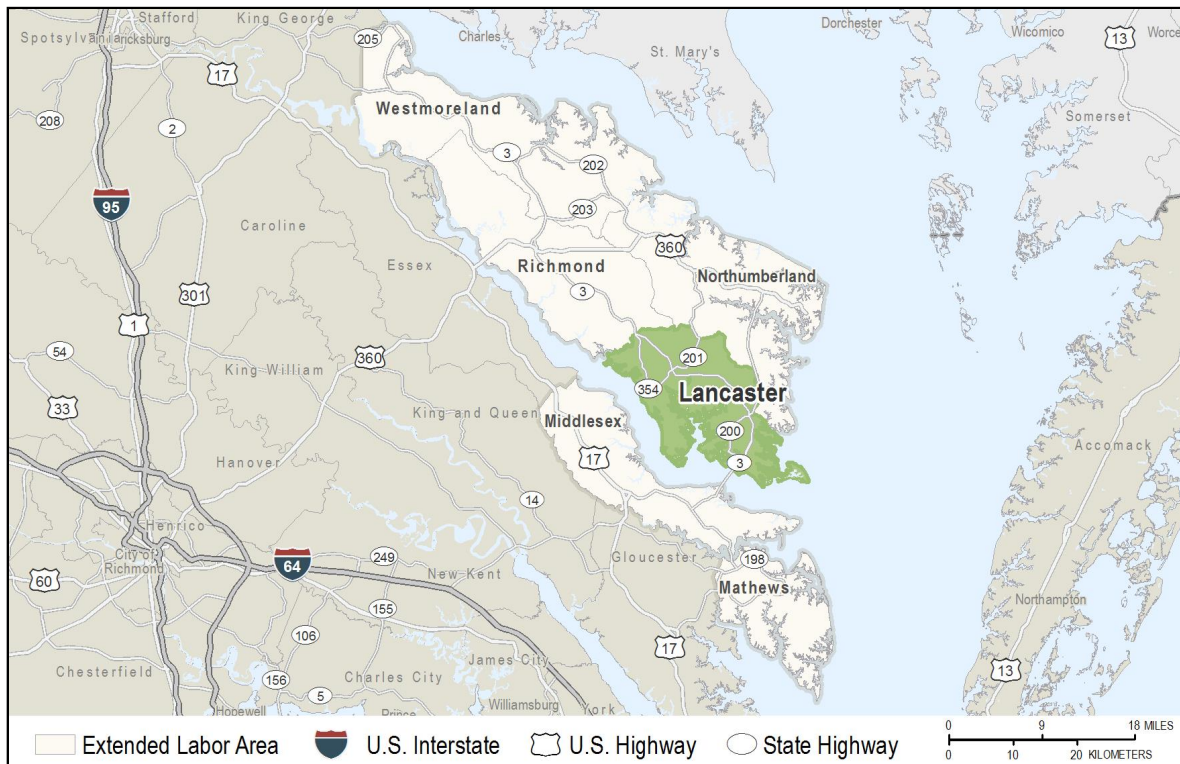


Location

Lancaster County is located in the eastern portion of Virginia on the tip of the Northern Neck Peninsula. This 136.5 square mile county is bounded on the south by the Rappahannock River and on the east by the Chesapeake Bay. The county is an unique community with a shoreline of 288.9 miles and many locations offering opportunities for deep water shipping facilities.

Lancaster County is 78 miles east of Richmond, the state capital, and 127 miles southeast of Washington, D.C.

The Port of Hampton Roads is 70 miles south.



Labor Market

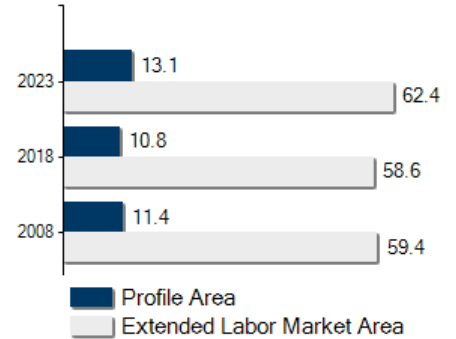
Population		
Gender Distribution (2018)		
Lancaster County	Male	Female
	47.1%	52.9%
Race/Ethnicity (2018)		
Classification	Profile Area	Extended Labor Area
White	7,386	43,464
Black	3,125	12,974
Two or More	158	1,380
Asian	77	413
American Indian or Alaska Native	36	303
Pacific Islander	1	52
Hispanic (may be of any race)	245	1,225
Median Age (2018)		58 years

Civilian Labor Force (2018)	
Lancaster County	5,291
Extended Labor Market Area	28,332
Total	33,623

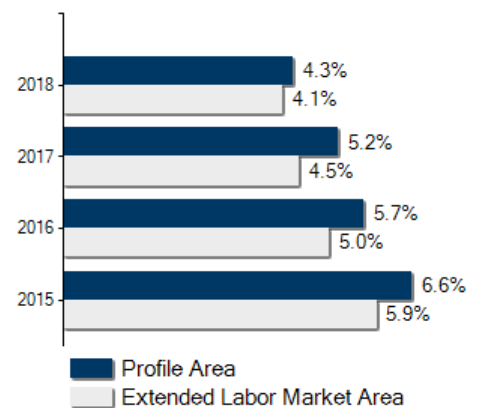
Labor Force Participation (2013-2017)	
Lancaster County	48.6%
Extended Labor Market Area	51.9%

Unemployment	
Unemployment Rate (December 2019)	
Lancaster County	3.9%
Extended Labor Market Area	3.0%
Statewide	2.5%
Unemployed (2018)	
Lancaster County	230
Extended Labor Market Area	975
Total	1,205
Underemployed (4th Quarter 2019)	
Lancaster County	456
Extended Labor Market Area	2,581
Total	3,037

Population in Thousands



Unemployment Rates





Labor Market

Commute Time (2013-2017)

Worked from home	261	6.0%
Under 15 minutes	1,776	43.5%
15-24 minutes	882	21.6%
25-34 minutes	494	12.1%
35-44 minutes	135	3.3%
45-59 minutes	278	6.8%
Over 60 minutes	522	12.8%
Mean Travel Time to Work (minutes)		27

Additional Labor Resources

High School Graduates Not Continuing (2017-2018)	26
Two-Year College Graduates (Spring 2018)	849
Two-Year College Enrollees (Fall 2018)	3,558
Total	4,433

Career Readiness Certificate (06/30/2017-06/30/2018)

Virginia’s Career Readiness Certificate (CRC) assists employers by certifying that a recipient possesses core skills in applied math, reading for information, and locating information. The CRC certification is based on established Workeys® assessment tests. Virginia uses a three-tiered approach (bronze, silver, gold) to credentialing certificate holders that is based on the recipient’s level of development skills.

Lancaster County	9
Extended Labor Market Area	25
Total	34

Educational Attainment

On-Time Graduation Rate (Class of 2018)	88.7%
Percentage of Lancaster County population age 25+ who are high school graduates (2013-2017)	90.1%
Percentage of Lancaster County population age 25+ who have earned a Bachelor's Degree or higher (2013-2017)	31.9%



Labor Market

Employment by Sector* (4th Qtr. 2018)		
Agriculture Forestry Fishing and Hunting	37	0.8%
Mining Quarrying and Oil and Gas Extraction	0	0
Utilities	N.D.	N.D.
Construction	293	6.5%
Manufacturing	117	2.6%
Wholesale Trade	52	1.1%
Retail Trade	661	14.6%
Transportation and Warehousing	89	2.0%
Information	63	1.4%
Finance and Insurance	246	5.4%
Real Estate and Rental and Leasing	77	1.7%
Professional Scientific and Technical Services	157	3.5%
Management of Companies and Enterprises	N.D.	N.D.
Administrative and Support and Waste Management	117	2.6%
Educational Services	N.D.	N.D.
Health Care and Social Assistance	1,125	24.8%
Arts Entertainment and Recreation	26	0.6%
Accommodation and Food Services	528	11.6%
Other Services	258	5.7%
Total Government	553	12.2%
Federal Government	31	0.7%
State Government	67	1.5%
Local Government	455	10.0%
Unclassified	23	0.5%
Total	4,539	100.0%

N.D. - Not Disclosed

*By Business Establishment

Labor Market

Major Employers

Manufacturing

Company

ARTon Products
MTEQ
W. Ellery Kellum, Inc.

Product/Service

custom glass engraving
Advanced Sensors
Seafood

NonManufacturing

Company

Bon Secours Rappahannock General Hospital
Chesapeake Bank
Rappahannock Record Inc.
Rappahannock Westminster Canterbury
The Lancashire
The Tides Inn
Virginia Commonwealth Bank

Product/Service

Health care
Financial services
Newspaper publishing
Continuing Care Community
Nursing home
Resort
Financial services

Labor Market

Union Activity (8/1/2015 - 8/1/2018)	
Petitions filed for decertification	0
Petitions filed for representation	0
Petitions filed for raid	0
Elections won by union	0
Elections won by company	0

Labor Market

Estimated Earnings (May 2018)

Occupation	Median Wage (US\$)	Mean Wage (US\$)	Median Salary (US\$)	Mean Salary (US\$)
Laborers and Freight, Stock, and Material Movers, Hand Industrial Truck and Tractor Operators	12.24	12.78	25,442	26,564
Heavy and Tractor-Trailer Truck Drivers	13.14	13.62	27,324	28,310
Inspectors, Testers, Sorters, Samplers, and Weighers	16.94	17.32	35,233	36,022
Welders, Cutters, Solderers, and Brazers	13.63	13.36	28,349	27,787
First-Line Supervisors of Production and Operating Workers	20.18	19.98	41,970	41,541
Maintenance and Repair Workers, General	20.75	22.86	43,177	47,544
Industrial Machinery Mechanics	14.84	16.87	30,857	35,102
Office Clerks, General	14.59	15.29	30,335	31,806
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	13.84	14.74	28,786	30,667
Receptionists and Information Clerks	16.43	16.23	34,176	33,768
Customer Service Representatives	13.51	13.48	28,101	28,035
Bookkeeping, Accounting, and Auditing Clerks	13.06	13.78	27,166	28,667
First-Line Supervisors of Office and Administrative Support Workers	16.91	16.83	35,175	35,015
Computer Network Support Specialists	23.64	24.48	49,177	50,922
Computer User Support Specialists	24.40	29.74	50,754	61,849
Network and Computer Systems Administrators	20.29	21.44	42,190	44,595
Accountants and Auditors	32.92	35.92	68,481	74,715
Management Analysts	27.74	31.35	57,688	65,203
Human Resources Specialists	41.55	41.76	86,431	86,869
	26.36	28.93	54,835	60,171

Per Capita Personal Income (2017)

\$55,403

Median Family Income (2013-2017)

\$67,426

Education

Public School Enrollment (Fall 2018)

Level	Number	Enrollment
Elementary	1	381
Middle	1	374
High School	1	381

Student Teacher Ratio (FY 2018)

Elementary	11:1
Secondary	10:1

Per Pupil Expenditure (FY 2018) (US\$)

14,040.00

On-Time Graduation Rate (Class of 2018)

88.7%

High School Graduates Continuing Education (2017-2018)

71.4%

Advanced Programs (2017-2018)

<p>Governor's Schools Chesapeake Bay Governor's School for Marine & Environmental Science</p> <p>Governor's STEM Academies and Health Academies Northern Neck Technical Center Governor's STEM Academy for Agriculture and Maritime Studies</p>

Workforce Development Facilities

Facility	Type
Eastern Shore Workforce Center	Satellite Center
Fredericksburg Workforce Center	Comprehensive Center
Job Assistance Center	Satellite Center
Northern Neck Technical Center	Career and Technical Center
Warsaw Workforce Center	Satellite Center

Education

Higher Education Facilities – Fall 2018

Facility	Enrollment
Rappahannock Community College - Glens Campus	1,819
Rappahannock Community College - Warsaw Campus	1,739
Rappahannock Community College - Kilmarnock Center	[†] §

[†] Enrollment figures are not available.

[§] Enrollment counted at a main campus.

Transportation

Interstates	
Name	Distance
I-64	21.1 miles (33.9 km.)
I-295	37.3 miles (60.1 km.)
I-664	38.5 miles (62.0 km.)
I-95	42.9 miles (69.1 km.)
I-564	44.2 miles (71.1 km.)
I-195	45.8 miles (73.7 km.)

Note: Measured from border of locality/region.

Highways				
Highway 200	Highway 201	Highway 3	Highway 354	

Commercial Air Service		
Newport News-Williamsburg International Airport, Newport News -- 60.1 miles (96.7 km.)		
American Airlines	Delta Air Lines	
Richmond International Airport, Sandston -- 70.6 miles (113.6 km.)		
American Airlines	Delta Air Lines	Southwest Airlines
Spirit Airlines	United Airlines	JetBlue Airways
Allegiant Air		

Note: Within a 75-mile drive of the center of the locality.



Transportation

General Aviation Service

Name	Runway Length
Hummel Field Airport, Saluda	2,170 ft (661 m)

Freight Rail Service

Norfolk Southern Railway Company

Seaports

Name	Distance
Port of Virginia (Virginia International Gateway)	87.0 miles (140.0 km)
Port of Virginia (Newport News Marine Terminals)	95.0 miles (152.9 km)
Port of Virginia (Richmond Marine Terminal)	99.0 miles (159.3 km)
Port of Virginia	107.0 miles (172.2 km)

Note: Driving distance from the center of the locality to Port of Virginia and any other seaports within 100 miles.

Other Ports of Entry

Name	Distance
Newport News	60.1 miles (96.7 km)
Richmond-Petersburg	70.6 miles (113.6 km)
Norfolk	84.8 miles (136.5 km)
Port of Washington - Dulles	140.2 miles (225.6 km)

Note: Driving distance from the center of the locality to Port of Washington - Dulles and any other port of entry within 100 miles.

Utilities

Utilities	
Electric	Dominion Energy
Electric	Northern Neck Electric Cooperative
Natural Gas	Columbia Gas of Virginia
Telecommunications	Verizon South
Water	Town of Kilmarnock
Waste Water Treatment	Town of Kilmarnock
Solid Waste Disposal	All solid waste shipped out of the county.

Financial Institutions

Financial Institutions – 4th Qtr 2018 Assets	
Bank	Assets (US\$ Millions)
Union Bank & Trust Co.	13,732.0
WoodForest National Bank	5,923.7
Sonabank, N.A.	2,707.1
Virginia Commonwealth Bank	1,076.2
Chesapeake Bank	850.9



Government and Taxes

Government

Lancaster County has a County Administrator and a five-member Board of Supervisors.

The county has a comprehensive plan and zoning and subdivision ordinances.

Lancaster is the county seat. Irvington, Kilmarnock, and White Stone are incorporated towns within the county.

Taxes

Localities in Virginia collect a 1% sales tax. They do not tax other items taxed at the State level.

Counties and cities in Virginia are separate taxing entities. Therefore, a company pays taxes to either a county or to a city.

If a company is located in a town, it pays town and county taxes except for utility taxes which are paid only to the town and the license tax which is paid only to the town unless town law permits the additional collection of a county tax.

Manufacturers pay real estate, machinery and tools, truck and automobile, utility, and sales taxes.

Nonmanufacturers pay real estate, tangible personal property, truck and automobile, utility, and sales taxes. They also may pay either a merchants' capital or a license tax.

[Manufacturer's Tax Profile \(Lancaster\) pdf](#)

[Non-Manufacturer's Tax Profile \(Lancaster\) pdf](#)



Community Facilities

Bon Secours Rappahannock General Hospital in Kilmarnock is a 25-bed facility offering surgery, internal medicine, emergency, out-patient and diagnostic services.

Thirteen clinics offer various medical and treatment services. The Free Health Clinic is the community's first provider of services at no cost to lower income families. Area doctors, nurses, and retirees provide volunteer support and aid.

The Lancashire, owned by Virginia Health Services, is a licensed nursing home in Kilmarnock that provides 120 long-term beds for the elderly. Nearby, Rappahannock Westminster-Canterbury (RW-C) offers 78 clustered, cottage-style units, 40 apartments for independent living, a 24-suite assisted living facility, and a 60-bed health care center. An additional 40 freestanding cottages are being built on a contract basis. RW-C has an adult day program that is open to the public, and they provide meeting facilities to local non-profit organizations as a community service.

The Lancaster Community Library in Kilmarnock has a collection of over 45,000 volumes. The library is managed by a full-time library director who oversees a staff of eight and more than 80 volunteers. The library offers 13 computers for public use as well as wireless internet access. Residents can also utilize the Rappahannock Community College Library.



Community Facilities

(continued)

There are 25 churches representing the predominant Protestant and Catholic faiths. Jewish synagogues and Islamic temples can be found nearby in Richmond and Fredericksburg.

Lancaster County has over 150 retail establishments that provide for the daily needs of county residents. The town of Kilmarnock is the commercial trade center for the Northern Neck and offers a wide variety of retail and service related businesses to the consumer. Irvington and White Stone offer varied specialty and antique shopping opportunities in addition to their supplement of Kilmarnock's retail and service inventory. Residents of Lancaster County are also within easy commute of the many malls, outlets, shopping centers, and other amenities in Richmond, Newport News, Hampton, and Williamsburg.

Lancaster County is one of Virginia's leading retirement and vacation communities. The county is best viewed by water to truly appreciate the quality of life enjoyed by these residents and visitors. There are over 280 miles of shoreline, and local boat registration exceeds 5,000 vessels. Ten local marinas provide havens for these and the thousands of visiting mariners who make Lancaster County a port of call each year.

The county has two outstanding resort facilities, The Tides and Windmill Point. There are one 9-hole and two 18-hole golf courses, two extensive systems of nature trails, and numerous other outdoor recreational opportunities such as swimming, fishing, biking, canoeing, and tennis. State managed area attractions include Westmoreland State Park featuring a swimming pool, boat ramps, camp sites, and hiking trails; Belle Isle State Park, featuring numerous opportunities for public access to the water; and the Merry Point Ferry, one of the few remaining state-operated car ferries.

Lancaster County was established in 1651 and has a rich historical heritage. There are numerous local, state, and national landmarks located throughout the county. Christ Church, one of the oldest colonial churches in Virginia, has been restored and is maintained as a museum throughout the week. The Mary Ball Washington Museum was founded in honor of George Washington's mother, a Lancaster native, and houses genealogical and historical reference materials that draw researchers from all over America. Special exhibits here and at the Kilmarnock Museum highlight state and local history.

Lancaster County's close proximity to Richmond, Williamsburg, and Newport News-Hampton metropolitan areas enables residents to enjoy the numerous sporting events, concerts, theater productions, lectures and art exhibitions those regions have to offer.

Northern Neck Profile

Northern Neck Planning District Commission